

1. INTRODUCTION

1.1. PURPOSE OF THE HANDBOOK

The University of Wisconsin Superior Staff Handbook is an informational resource that provides an overview of the organizational structure and function of the University and serves as a repository for procedures and policies of interest to staff members.

Other helpful UW-Superior publications include the biannual Catalog and the online Student Handbook.

1.2. HISTORY OF THE UNIVERSITY

The University of Wisconsin-Superior traces its roots to 1893, when Wisconsin legislators established a school in Superior to train teachers. Three years later, with strong support from local residents and businesses, Superior Normal School welcomed its first students. The new school's mission was vital to the region's future. Properly educated teachers trained in the latest classroom methods were desperately needed in the small towns and rural school districts of northern Wisconsin, Minnesota and Michigan.

Superior Normal School's first class graduated in 1897. Three young men completed the "full course" and nine women and men met the requirements of the shorter "elementary course." These early graduates were pioneers who first brought the benefits of public education to the region's children regardless of their race, social status or economic standing.

Innovation and quality were hallmarks of Superior Normal School from its earliest days. In 1909, the institution became Wisconsin's first normal school to offer a full-scale training program for the then-new idea of kindergarten. It also was the first to offer a four-year program for high school teachers beginning in 1923. In 1916, Superior Normal School earned accreditation for its academic programs. Today, UW-Superior maintains the longest continuous accreditation of any academic institution in Wisconsin.

After training a generation of teachers, Superior Normal School was authorized in 1926 to grant a bachelor's degree in education. A new name, Superior State Teachers College, proclaimed the institution's new role. Reflecting the quality of its programs, the college's new president was a member of its first graduating class of 1897.

More growth followed as the needs of northern Wisconsin changed. After World War II, the institution began to look beyond teacher training and added undergraduate degrees in other academic fields. In 1950, it offered its first graduate program – a master's degree in school administration. The next year, the state board of regents changed the institution's name to Wisconsin State College-Superior to better reflect its expanding role.

The college grew significantly in the 1950s and '60s. Campus boundaries were expanded and numerous buildings erected. Undergraduate offerings continued to expand into areas such as business, science, music and art. Several graduate programs in education were added, including guidance and counseling, reading, and school psychology. A specialist in education degree was added in 1965 to further the professional training of school principals, district superintendents and business managers. This program grew to play a critical role in Wisconsin's educational system. Since 1977, graduates of UW-Superior's educational administration programs have served in school leadership posts in approximately half of Wisconsin's school districts.

Wisconsin's state colleges eventually were reclassified as universities, so in 1964 the school was renamed Wisconsin State University-Superior. Finally, in 1971 it became part of the University of Wisconsin System and acquired its present name.

In recent years, UW-Superior has continued to focus its academic programs to meet the needs of students and employers. A graduate degree in instruction was added in 1985 followed by a graduate degree in special education three years later. The university also has added innovative undergraduate programs, such as legal studies, art therapy, and transportation and logistics management. Most recently, the university has added online degree completion programs in communications, sustainable management and health and wellness management.

Today, UW-Superior takes pride in its designation as Wisconsin's Leading Public Liberal Arts College, and in providing its 2,900 undergraduate and graduate students with quality academic programs and a friendly, supportive atmosphere. A solid liberal arts program offers the skills needed to perform on the job and in society. Quality professional training provides specific skills to succeed in teaching, business, science, the arts, and in a host of other endeavors. We accomplish this by focusing on our strengths: A highly accountable academic experience in an intimate setting with first-rate faculty, in first-class facilities; and, an emphasis on active learning, and a supportive environment.

As part of the University of Wisconsin System, UW-Superior advances the Growth Agenda for Wisconsin. Our mission as an institution is focused on liberal education. We are members of the Council of Public Liberal Arts Colleges and the Association of American Colleges and Universities and partners in the Liberal Education and America's Promise (LEAP) program. A liberal arts education means that we advance a set of learning goals essential for success in today's world. At UW-Superior, we developed a set of goals we expect every UW-Superior undergraduate to achieve upon graduation. These learning goals provide a starting point for the campus community to develop measurable student learning outcomes.

The “**Growth Agenda for Wisconsin**” is a plan to achieve access and affordability for UW students, and boost economic growth for the state. With reinvestment from the state and intentionality on the part of UW-Superior, the University of Wisconsin System will:

1. **Enroll** more Wisconsin residents and graduate more four year college-degree holders.
2. **Attract** college graduates from other states to Wisconsin.
3. Use university resources to **grow** knowledge-economy jobs for Wisconsin's future.

To contribute to the “Growth Agenda for Wisconsin” and ensure the best for our students, UW-Superior is moving toward the future with new programs and new ideas. UW-Superior's Growth Agenda strategies are designed to achieve an additional 1,726 graduates by 2025-26. Our focus will increase new enrollments by 1 percent annually while increasing our graduation rates to approximately 56 percent. These two approaches would significantly increase the size of the campus to approximately 3,500.

In 2010 the campus embarked on a strategic priority titled “**Making Excellence Inclusive**” (MEI) in cooperation with the Association of American Colleges and Universities to widen diversity efforts beyond the traditional racial and ethnic paradigms. The Chancellor's Inclusive Excellence Task Force has developed a multidimensional plan that renews and strengthens UW-Superior's commitment to inclusivity, equity and diversity by all campus constituencies. At the core of this work are increased support, assessment and accountability, as well as creatively embedding all efforts within the campus infrastructure.

1.3. CAMPUS MAP

The campus map, including an interactive map, can be viewed online <http://www.uwsuper.edu/aboutuwsuperior/maps/index.cfm>